

Finland's Mandatory Employer Pay Surveys (Equality Act 609/1986)

Gender Equality · Good practice · Finland

Quality score: 85/100

Evidence strength: Strong

Summary

Since 2005, Finnish employers with 30+ staff must run a statutory pay survey every 2-3 years inside their gender equality plan; the Ombudsman for Equality can order compliance, yet early evaluations found about a third of workplaces skipped follow-up action.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-07

[Ombudsman for Equality \(Tasa-arvovaltuutettu\), Finland](#) — accessed 2026-09-07

[Finlex – Act on Equality between Women and Men \(609/1986\), English translation](#) — accessed 2026-09-07

[ILO NATLEX – Act \(1329/2014\) amending the Act on equality \(609/1986\)](#) — accessed 2026-09-07

[Trusaic – Finland Pay Transparency Reporting Law Guide](#) — accessed 2026-09-07

[Eurofound – Finland: Experiences of pay auditing measures](#) — accessed 2026-09-07

Cite this — Evidoria. *Finland's Mandatory Employer Pay Surveys (Equality Act 609/1986)*. Persistent ID: 584d9710-242e-499f-9bf6-7aecfe2b45f4.